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COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

LABOUR TURNOVER, MARCH, 1963

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This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1963, and shows these results together with those obtained in similar surveys covering the months of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover, September, 1962", published on 21st December, 1962, contained the results of a survey in September, 1962, together with the results obtained in similar surveys relating to the month of September in previous years.

2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The surveys are based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The surveys exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from pay-roll tax. In addition, the surveys exclude rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

Engagements and Separations

6. Table 1 summarizes the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry. In one category, "female non-manual workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

7. The March, 1963 engagement rates are higher than the corresponding separation rates for most of the categories shown in Table 1. For male manual workers in non-manufacturing industry both rates are somewhat higher than those prevailing in previous years. For female manual workers in manufacturing industry, the engagement rate shows a fall from the high rate of 1962.

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, MARCH  
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of March in Year	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-man- ufacturing		All Industries (a)	
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Non-manual Workers	Manual Workers (b)	Non-manual Workers	
	MALES						FEMALES					
<u>Engagements</u>												
1949	9.3	1.8	8.1	3.5	8.9	3.0	11.0	3.9	9.9	10.7	8.5	
1950	8.4	2.2	7.3	2.8	8.0	2.6	10.5	4.8	5.8	11.0	5.6	
1952	6.0	1.9	6.5	2.6	6.2	2.4	6.4	4.0	5.5	6.8	5.1	
1953	4.7	1.6	4.8	2.1	4.8	1.9	9.0	4.0	5.8	8.5	5.4	
1955	8.0	2.4	9.2	2.8	8.4	2.7	8.9	5.4	6.5	8.7	6.2	
1956	7.1	2.3	7.0	3.0	7.0	2.7	7.9	5.0	5.8	8.1	5.6	
1957	5.1	2.0	6.1	2.1	5.5	2.1	7.7	4.2	4.4	7.6	4.4	
1958	4.5	1.9	5.3	2.3	4.8	2.1	7.0	4.2	4.4	6.7	4.4	
1959	5.0	1.8	5.4	2.6	5.1	2.3	7.1	3.6	4.2	6.8	4.0	
1960	6.8	2.1	6.8	3.2	6.8	2.8	8.3	4.7	4.9	8.2	4.9	
1961	4.7	1.7	5.7	2.3	5.0	2.1	6.9	3.6	4.4	6.9	4.2	
1962	5.4	2.4	6.3	2.3	5.7	2.3	8.9	3.9	4.4	7.9	4.3	
1963	5.3	1.9	7.9	2.4	6.2	2.2	7.4	4.1	4.0	7.3	4.1	
<u>Separations</u>												
1949	8.5	1.4	7.1	2.8	8.0	2.3	8.9	3.4	8.2	9.0	7.1	
1950	8.7	1.6	7.5	2.4	8.3	2.1	8.6	4.4	5.7	9.3	5.3	
1952	7.0	1.9	6.9	2.6	7.0	2.4	9.7	4.2	5.8	9.7	5.4	
1953	4.2	1.6	4.2	2.7	4.2	2.3	6.1	3.2	4.6	5.9	4.3	
1955	7.5	2.0	8.4	2.9	7.8	2.6	8.9	5.0	5.6	8.5	5.5	
1956	6.8	2.2	7.5	3.0	7.1	2.7	9.1	3.9	5.4	8.7	5.0	
1957	4.8	1.8	6.4	2.3	5.4	2.1	6.1	4.2	4.6	6.1	4.5	
1958	4.5	1.5	5.5	2.3	4.9	2.0	6.1	3.4	4.6	6.0	4.3	
1959	4.8	1.7	6.2	2.5	5.3	2.2	5.5	3.4	4.2	5.6	4.0	
1960	6.1	1.9	6.4	2.7	6.2	2.4	7.2	3.8	5.0	7.2	4.7	
1961	6.3	2.1	6.3	2.9	6.3	2.6	9.3	4.4	5.7	8.8	5.2	
1962	5.2	1.8	6.4	2.2	5.6	2.0	6.7	3.8	4.0	6.3	4.0	
1963	4.9	1.9	7.0	2.2	5.7	2.1	6.8	3.8	3.8	6.6	3.8	

(a) See introductory text for note on industrial coverage.

(b) Includes "non-manufacturing", for which separate estimates are not available.

Engagement Rates by Industry Group

8. Table 2 shows a dissection by industry group of the engagement rates for manual workers in March of each year from 1958 to 1963. This analysis shows higher rates in March, 1963 than in previous years in both the Mining and the Building and construction industries.

9. Since the "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season, considerable fluctuations may occur in the turnover rates because a season may be later one year than another.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY, MARCH  
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1958	1959	1960	1961	1962	1963
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	4.0	5.2	7.1	4.4	5.5	5.4
(i) Engineering (a)	n.a.	n.a.	7.0	4.6	5.3	5.6
(ii) Vehicles (b)	n.a.	n.a.	7.6	3.9	6.3	4.8
Textiles and clothing	3.1	4.4	5.0	3.5	4.5	4.2
Food, drink and tobacco (c)	7.1	6.8	8.9	8.7	7.6	7.8
Furniture, sawmilling and woodworking	4.2	4.6	4.8	3.6	4.5	4.3
Paper and printing	2.3	3.1	3.9	2.8	2.9	3.0
Other manufacturing	5.5	4.3	6.7	3.6	5.2	4.7
(i) Chemicals and oil refining	n.a.	n.a.	6.0	4.4	3.9	4.6
(ii) Other	n.a.	n.a.	6.9	3.4	5.7	4.7
All Manufacturing	4.5	5.0	6.8	4.7	5.4	5.3
<u>Non-manufacturing -</u>						
Mining	2.4	3.1	3.0	4.0	2.9	4.9
Building and construction	9.4	8.7	11.6	9.7	11.8	15.8
Road transport	5.2	4.7	7.0	4.3	5.2	5.4
Wholesale and retail trade	4.3	4.0	5.6	3.8	4.5	5.0
Other non-manufacturing	4.2	6.5	5.3	6.2	5.3	6.1
All Non-manufacturing	5.3	5.4	6.8	5.7	6.3	7.9
All Industries (d)	4.8	5.1	6.8	5.0	5.7	6.2
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	7.3	5.2	9.1	3.1	8.8	7.0
Textiles	4.1	5.1	6.3	3.7	5.5	4.6
Clothing	4.2	5.8	5.2	4.9	5.5	4.4
Food, drink and tobacco (c)	16.2	16.8	19.4	19.2	20.7	18.1
Paper and printing	4.9	4.1	5.6	5.1	5.9	5.8
Chemicals and oil refining	n.a.	n.a.	6.2	3.3	6.0	4.6
All Manufacturing (e)	7.0	7.1	8.3	6.9	8.9	7.4
All Industries (d) (f)	6.7	6.8	8.2	6.9	7.9	7.3

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.  
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available. (f) Includes "Non-manufacturing" for which separate estimates are not available.

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Separation Rates by Industry Group

10. Table 3 shows a dissection by industry group of the separation rates for manual workers in March of each year from 1958 to 1963. As in the case of engagements (see Table 2), the rates in the Mining and the Building and construction industries were higher in March, 1963 than in previous years.

**TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY, MARCH**  
**PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP**

Industry Group	MARCH					
	1958	1959	1960	1961	1962	1963
MALES						
<u>Manufacturing -</u>						
Engineering and vehicles	4.4	4.8	6.1	6.2	4.8	5.0
(i) Engineering (a)	n.a.	n.a.	6.2	6.1	4.9	4.8
(ii) Vehicles (b)	n.a.	n.a.	6.1	6.4	4.4	5.7
Textiles and clothing	3.1	4.0	5.2	5.7	3.9	4.2
Food, drink and tobacco (c)	7.0	7.6	8.4	8.7	8.1	6.2
Furniture, sawmilling and woodworking	4.0	4.2	5.2	7.8	4.8	5.3
Paper and printing	1.8	2.5	3.2	3.6	2.8	2.7
Other manufacturing	4.6	4.2	5.9	5.4	5.7	4.7
(i) Chemicals and oil refining	n.a.	n.a.	5.3	4.9	4.6	3.9
(ii) Other	n.a.	n.a.	6.1	5.6	6.1	5.0
All Manufacturing	4.5	4.8	6.1	6.3	5.2	4.9
<u>Non-manufacturing -</u>						
Mining	2.4	4.0	3.5	3.2	4.8	5.8
Building and construction	10.5	11.1	10.5	10.4	10.8	12.9
Road transport	4.1	4.5	5.4	5.5	4.8	4.6
Wholesale and retail trade	4.2	5.0	5.3	5.0	5.1	4.6
Other non-manufacturing	4.9	4.1	5.6	5.4	4.5	6.0
All Non-manufacturing	5.5	6.2	6.4	6.3	6.4	7.0
All Industries (d)	4.9	5.3	6.2	6.3	5.6	5.7
FEMALE						
<u>Manufacturing -</u>						
Engineering and vehicles	5.2	5.3	6.8	12.1	6.7	6.6
Textiles	4.7	4.3	5.0	9.2	4.2	5.3
Clothing	4.1	4.3	4.9	6.7	4.2	4.9
Food, drink and tobacco (c)	14.0	10.3	17.4	12.0	15.8	12.3
Paper and printing	4.0	4.0	5.0	6.4	5.0	4.7
Chemicals and oil refining	n.a.	n.a.	6.6	5.8	5.0	4.2
All Manufacturing (e)	6.1	5.5	7.2	9.3	6.7	6.8
All Industries (d) (f)	6.0	5.6	7.2	8.8	6.3	6.6

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.  
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.  
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

Analysis of Separations for Manual Workers

11. Table 4 shows a classification by type of separation (see note to table) for male and female manual workers during March, 1962 and March, 1963. Previous issues in the series have contained corresponding information for earlier years.

12. This table shows little appreciable movement in any of the categories of male separations in manufacturing industries. However, in non-manufacturing, there were increases in the proportion of male workers leaving on their own initiative in the Mining industry and being retrenched by their employers in the Building and construction industry. In the case of female separations there were notable increases in the category "Left" in both the Textile and the Clothing industries.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS, MARCH, 1962, AND MARCH, 1963

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE:- D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.

L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.

O - Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

Industry Group	March, 1962					March, 1963				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.7	0.9	3.1	0.1	4.8	0.7	0.8	3.4	0.1	5.0
(i) Engineering (a)	0.7	0.9	3.2	0.1	4.9	0.8	0.5	3.4	0.1	4.8
(ii) Vehicles (b)	0.5	1.1	2.7	0.1	4.4	0.5	1.5	3.6	0.1	5.7
Textiles and clothing	0.7	0.4	2.5	0.4	4.0	0.7	0.4	2.9	0.2	4.2
Food, drink and tobacco (c)	0.8	4.0	3.1	0.2	8.1	0.6	2.0	3.4	0.2	6.2
Furniture, sawmilling, etc.	0.6	1.1	3.0	0.1	4.8	0.6	0.9	3.8	0.0	5.3
Paper and printing	0.5	0.3	1.9	0.1	2.8	0.4	0.1	2.0	0.2	2.7
Other manufacturing	1.0	1.0	3.5	0.2	5.7	0.7	0.5	3.3	0.2	4.7
(i) Chemicals and oil refining	0.6	0.6	2.9	0.5	4.6	0.6	0.2	3.0	0.1	3.9
(ii) Other	1.2	1.1	3.7	0.1	6.1	0.7	0.6	3.5	0.2	5.0
All Manufacturing	0.7	1.3	3.0	0.2	5.2	0.7	0.8	3.3	0.1	4.9
Non-manufacturing -										
Mining	0.6	1.7	2.1	0.4	4.8	0.5	1.3	3.9	0.1	5.8
Building and construction	1.3	5.3	4.2	0.0	10.8	1.6	6.5	4.7	0.1	12.9
Road transport	1.0	0.5	3.0	0.2	4.7	1.0	0.3	3.2	0.1	4.6
Wholesale and retail trade	0.6	1.6	2.6	0.3	5.1	0.7	1.0	2.8	0.1	4.6
Other non-manufacturing	0.8	1.0	2.6	0.1	4.5	0.9	1.5	3.4	0.2	6.0
All Non-manufacturing	0.9	2.3	3.0	0.2	6.4	1.0	2.4	3.5	0.1	7.0
All Industries (d)	0.8	1.6	3.0	0.2	5.6	0.8	1.4	3.4	0.1	5.7

FEMALES

Manufacturing -	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.8	0.9	4.9	0.1	6.7	0.6	1.4	4.5	0.1	6.6
Textiles	0.9	0.6	2.6	0.1	4.2	0.8	0.7	3.5	0.3	5.3
Clothing	0.9	0.6	2.6	0.1	4.2	0.6	0.5	3.7	0.1	4.9
Food, drink and tobacco (c)	1.0	8.4	6.2	0.2	15.8	1.9	5.1	5.2	0.1	12.3
Paper and printing	0.5	0.8	3.6	0.1	5.0	0.4	0.5	3.7	0.1	4.7
Chemicals and oil refining	0.7	0.6	3.5	0.2	5.0	0.3	1.6	2.2	0.1	4.2
All Manufacturing (e)	0.8	1.9	3.9	0.1	6.7	0.8	1.6	4.3	0.1	6.8
All Industries (d)(f)	0.9	1.6	3.7	0.1	6.3	0.8	1.5	4.2	0.1	6.6

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.  
 (b) Vehicles, aircraft and ships. Includes assembly and repairs. (c) See paragraph 9 above. (d) See paragraph 5 for note on industrial coverage. (e) Includes certain industry groups not specified above for which separate estimates are not available.  
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

23RD JULY, 1963

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NOTE: - Inquiries concerning these statistics may be made in Canberra by telephoning 70413 extension 202 or, in each State Capital, by telephoning the office of the Bureau of Census and Statistics.

